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A study of 1988-1989 beginning offers

CPC $alary $urvey

January 1989

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

The preliminary *Salary Survey* report for the 1988-89 academic year contains few surprises. Most notable is the reflection of the still developing crunch in supply/demand for chemical engineers. For the first time, the dollar value of offers to Chem. E.'s tops that of petroleum engineers, who have traditionally led the field. CPC's Field Services coordinators report that the demand for the limited supply of chemical engineers shows no sign of slackening.

The January report is compiled from those offers received by CPC from the reporting network of 418 participating college career planning and placement offices. Since the survey has been greatly expanded this year, and a new reporting system installed, many of the data sources have not yet contributed salary figures.

As a consequence, many of the disciplines have not as yet accumulated a statistically significant data base. However, the early indicators show modest increases in salary offers since the September 1988 report in the more heavily recruited disciplines of accounting, mechanical and chemical engineering, engineering technology, and allied health.

Looking at the groups of related disciplines, business and engineering graduates are receiving modestly higher offers compared with September 1988, while offers in the humanities and social sciences, communications, and sciences are somewhat lower than in the 1987-88 year-end report.

Several new groups of disciplines make their first appearance with this report: education, agriculture and natural resources, computer sciences, and health sciences. Salary offers to these disciplines were formerly included in other curricula or were not reported.

Also new to the report this year is a table of job functions by bachelor's-degree curricula. It provides a breakdown of average starting salary offers to graduates by discipline and functional area. The table appears on pages 18 - 33.

The CPC *Salary Survey* January report covers the period from September 1, 1988, to January 9, 1989. The data include offers extended to students graduating between September 1, 1988, and August 31, 1989. Additional copies of this report are available to CPC members and *Salary Survey* subscribers for $2 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC ***Salary Survey*** are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 418 career planning placement offices of colleges and universities across the United States. Offers are reported from employing organizations in business, industry, government, and non profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

The ***Survey*** reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should only be regarded as an indication.

The ***Survey*** is available only to members of the College Placement Council and ***Salary Survey*** subscribers and is intended for the professional use of its constituents. Reports are issued in January, March, July, and September.

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ISSN 0196-1004

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	January 1989	January 1989	September 1988		90th	50th	10th
Business							
Accounting	770	$24,342	$24,000	1.4%	$27,500	$24,998	$19,500
Business Administration (incl. Management Science)	175	20,942	21,456	-2.4	27,000	20,000	16,000
Distribution Management	10	24,058	N/A	N/A	*	*	*
Economics & Finance (incl. Banking)	168	22,912	N/A	N/A	26,500	23,500	18,000
Hotel/Restaurant Management	51	19,376	20,124	-3.7	21,176	19,000	17,500
Human Resources (incl. Labor Relations)	12	22,915	20,316	*	*	*	*
Management Information Systems	87	26,003	24,864	4.6	29,400	26,010	23,500
Marketing/Marketing Management (incl. Research)	197	21,732	N/A	N/A	25,800	21,192	17,500
Real Estate	6	22,788	N/A	N/A	*	*	*
Communications							
Advertising	9	19,499	19,380	*	*	*	*
Communications	40	19,547	20,220	-3.3	26,000	19,000	14,000
Journalism	23	18,275	18,372	-0.5	20,000	17,928	14,500
Telecommunications/Broadcasting	5	13,355	N/A	N/A	*	*	*
Education							
Elementary Education	58	17,735	N/A	N/A	21,000	17,750	13,080
Pre-Elementary Education	3	12,653	N/A	N/A	*	*	*
Physical Education	8	19,759	N/A	N/A	*	*	*
Special Education	13	20,408	N/A	N/A	*	*	*
Home Economics							
Human Ecology	10	16,750	N/A	N/A	*	*	*
Textiles & Clothing	11	16,924	N/A	N/A	*	*	*
Merchandising Management	3	18,167	N/A	N/A	*	*	*
Humanities & Social Sciences							
Foreign Languages	8	19,650	N/A	N/A	*	*	*
Letters	28	19,155	20,664	-7.3	23,000	19,250	15,000
Visual & Performing Arts	16	14,486	N/A	N/A	*	*	*
Humanities-Other	20	23,161	19,464	19.0	32,000	20,000	15,000
Criminal Justice	16	19,465	19,512	*	*	*	*
History	6	17,020	22,848	*	*	*	*
Political Science/Government	17	19,732	N/A *	N/A	*	*	*
Psychology	31	16,962	20,592	-17.6	21,000	17,000	12,000
Sociology	12	19,560	N/A	N/A	*	*	*
Social Sciences-Other	23	19,084	N/A	N/A	22,008	19,000	14,800
Engineering							
Aerospace & Aeronautical	27	28,485	28,176	1.1	31,700	29,040	24,342
Agricultural	3	19,787	25,020	*	*	*	*
Architectural	5	22,375	N/A	N/A	*	*	*
Bioengineering & Biomedical	3	28,153	28,272	*	*	*	*
Chemical	114	32,376	30,996	4.5	35,000	32,760	30,000
Civil	110	25,308	25,596	-1.1	28,000	25,200	22,932

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	January 1989	January 1989	September 1988		90th	50th	10th
Continued . . .							
Computer	20	$ 28,704	N/A	N/A	$32,100	$29,950	$24,000
Electrical	260	29,591	N/A	N/A	33,000	30,000	25,000
Industrial	43	28,455	28,476	-0.1	31,200	28,800	25,000
Mechanical	288	29,753	29,388	1.2	33,000	30,000	25,836
Metallurgical	9	29,666	29,448	*	*	*	*
Mining	2	24,936	N/A	N/A	*	*	*
Nuclear	1	30,000	28,740	*	*	*	*
Petroleum	31	29,706	32,016	-7.2	36,000	28,000	24,000
Textile	3	27,333	N/A	N/A	*	*	*
Engineering Technology	81	28,919	27,396	5.6	33,000	28,000	23,000
Industrial Technology	11	26,338	N/A	N/A	*	*	*
Agriculture & Natural Resources							
Agribusiness	15	20,135	N/A	N/A	*	*	*
Animal Sciences	5	19,380	N/A	N/A	*	*	*
Plant Sciences	3	18,167	N/A	N/A	*	*	*
Natural Resources	1	22,800	19,932	*	*	*	*
Other Agricultural Sciences	7	20,351	N/A	N/A	*	*	*
Computer Sciences							
Computer Science	152	26,648	N/A	N/A	31,830	27,500	20,160
Computer Programming	19	26,329	N/A	N/A	*	*	*
Information Sciences & Systems	30	25,411	N/A	N/A	32,000	26,300	19,872
Systems Analysis	7	28,228	N/A	N/A	*	*	*
Health Sciences							
Allied Health	39	23,901	22,536	6.1	28,000	24,000	19,000
Health Sciences	17	18,022	N/A	N/A	*	*	*
Nursing	73	23,259	23,652	-1.7	29,023	22,500	18,000
Pharmacy	50	36,583	24,356	50.2	41,000	41,000[1]	26,232
Sciences							
Actuarial	5	31,560	N/A	N/A	*	*	*
Architectural & Environmental Design	10	23,592	15,600	*	*	*	*
Biological	13	18,930	20,364	*	*	*	*
Chemistry	20	25,338	26,004	-2.6	30,500	27,060	16,000
Geoligical	3	22,720	N/A	N/A	*	*	*
Mathematics (incl. Statistics)	33	23,141	N/A	N/A	30,000	24,000	16,500
Physics	+	+	27,816				
Other Physical & Earth Sciences	3	21,308	21,216	*	*	*	*
	3,352						

N/A - No historic data available
* Not computed for fewer than 20 offers.
+ No offers reported
1 90th and 50th percentiles are the same because of the number of offers for that salary

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	January 1989	January 1989	September 1988		90th	50th	10th
Finance							
Accounting (Public)	632	$24,547	N/A	N/A	$27,500	$25,000	$21,000
Accounting (Private)	146	22,756	N/A	N/A	26,000	23,500	17,880
Commercial Banking (Consumer)	26	21,544	N/A	N/A	25,500	21,400	18,000
Commercial Banking (Lending)	14	20,071	N/A	N/A	*	*	*
Investment Banking (Corporate Finance)	7	23,371	N/A	N/A	*	*	*
Investment Banking (Mergers & Acquisitions)	1	34,200	N/A	N/A	*	*	*
Investment Banking (Real Estate)	3	17,333	N/A	N/A	*	*	*
Investment Banking (Sales & Trading)	3	20,835	N/A	N/A	*	*	*
Financial/Treasury Analysis	54	23,379	N/A	N/A	26,500	24,000	18,600
Portfolio Management/Brokerage	5	24,500	N/A	N/A	*	*	*
Underwriting	16	20,923	N/A	N/A	*	*	*
Marketing							
Advertising	7	16,361	N/A	N/A	*	*	*
Brand/Product Management	39	23,029	N/A	N/A	29,500	23,800	18,000
Buyer/Merchandising	47	21,522	N/A	N/A	24,912	21,600	18,700
Market Research	16	21,437	N/A	N/A	*	*	*
Sales	206	22,362	N/A	N/A	30,000	22,000	16,000
Communications							
Design/Graphic Arts	14	23,598	N/A	N/A	*	*	*
Media Planning	7	18,464	N/A	N/A	*	*	*
On-Air Reporting	1	20,000	N/A	N/A	*	*	*
Production	7	19,571	N/A	N/A	*	*	*
Public Relations	25	17,779	N/A	N/A	21,880	16,992	13,500
Writing/Editing	16	16,188	N/A	N/A	*	*	*
Public Administration							
Executive, Legislative, & General	7	16,841	N/A	N/A	*	*	*
Finance, Taxation, Monetary Policy	9	20,497	N/A	N/A	*	*	*
Economic Programs	3	18,989	N/A	N/A	*	*	*
Law Enforcement	21	20,551	$20,700	-0.7%	24,000	18,500	16,851
Military	32	21,460	N/A	N/A	25,992	20,000	16,800
National Security	4	17,148	N/A	N/A	*	*	*
Urban/Regional Planning	3	21,160	N/A	N/A	*	*	*
Social Services							
Administration	18	21,987	N/A	N/A	*	*	*
Counseling	12	16,265	N/A	N/A	*	*	*
Fundraising/Development	1	23,500	N/A	N/A	*	*	*
Social Work	13	19,008	N/A	N/A	*	*	*
Engineering							
Bioengineering	2	22,650	N/A	N/A	*	*	*
Design/Construct	214	28,003	N/A	N/A	33,000	28,536	23,004
Environmental/Sanitation	27	26,907	N/A	N/A	30,000	27,492	24,000
Manufacturing/Industrial	258	29,883	N/A	N/A	33,000	30,000	25,300
Systems/Programming	37	29,606	N/A	N/A	32,800	30,000	25,000
Power Systems	19	28,969	N/A	N/A	*	*	*
Software Design & Development	39	29,259	N/A	N/A	32,000	30,000	25,000
Hardware Design & Development	35	30,192	N/A	N/A	33,000	30,000	27,718
Research & Development	88	29,414	N/A	N/A	34,000	30,000	24,000
Testing	45	26,972	N/A	N/A	31,716	27,000	20,500
Process Engineering	155	31,076	N/A	N/A	35,400	31,608	26,000
Other Engineering	51	30,058	N/A	N/A	33,000	30,000	25,000

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

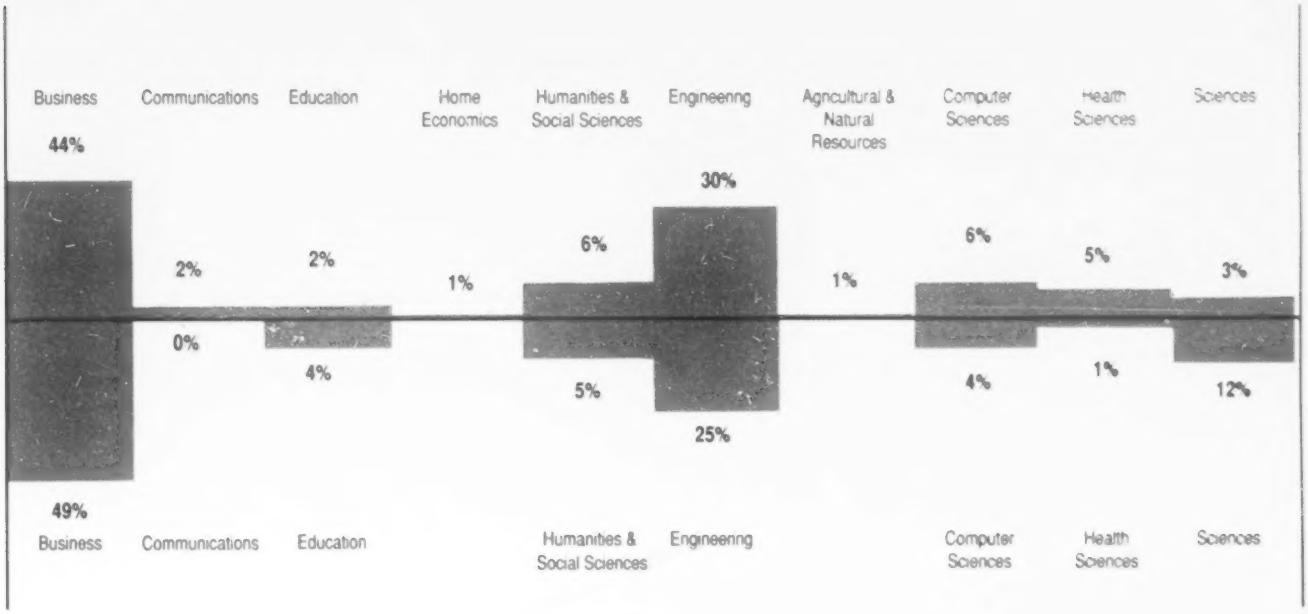
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers January 1989	Average $ Offer January 1989	Average $ Offer September 1988	Percent Change in $ Offers from September 1988	Percentiles 90th	Percentiles 50th	Percentiles 10th
Continued . . .							
Computer Science							
Computer Programming	124	**$25,572**	$26,892	-4.9	$31,000	$26,000	$19,980
Information Systems	77	**26,307**	N/A	N/A	30,000	26,400	24,000
Systems Analysis & Design	62	**26,945**	N/A	N/A	30,000	27,062	21,500
Other Functional Areas							
Actuarial	8	**29,291**	N/A	N/A	*	*	*
Agricultural/Natural Resources	10	**20,516**	19,728	*	*	*	*
Architecture	17	**21,952**	N/A	N/A	*	*	*
Consulting	59	**25,026**	26,988	-7.3	30,900	26,000	18,000
Human Resources/Industrial Relations	39	**22,206**	20,076	10.6	30,000	20,000	15,738
Management Trainee	255	**20,809**	20,892	-0.4	27,000	20,000	17,000
Mathematician/Statistician	7	**20,877**	N/A	N/A	*	*	*
Nurses/Personal Care	70	**23,377**	23,760	-1.6	30,000	22,690	18,000
Other Health Related	113	**28,241**	28,392	-0.5	41,000	26,500	17,500
Paralegal	2	**20,460**	N/A	N/A	*	*	*
Performing Arts (Entertainment)	3	**15,000**	N/A	N/A	*	*	*
Research (Nontechnical)	5	**22,552**	24,228	*	*	*	*
Research (Technical)	10	**20,115**	25,404	*	*	*	*
Teaching	106	**18,429**	N/A	N/A	22,400	18,050	13,080
	3,352						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 3,352



Master's Degree Candidates (Inexperienced)
Total Offers = 288

Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks: Average $25,000 500 Number of Offers; 90th Percentile $27,000; 10th Percentile $23,000

Bachelor's Degree Curriculum	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality (Amusement/ Recreation/ Fast Food)	Hospitality (Hotels/Motels, Full Service Restaurants)	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing	Real Estate
Accounting	$24,910 607 $26,000 $22,000			$26,142 7	$14,200 1	$23,933 3	$16,200 4	$28,000 3	$22,233 3		$19,200 3	$20,581 8		$22,461 8	$30,000 2		$24,000 2	$23,800 1
Business Administration (incl. Management Science)	$23,298 13	$13,450 1		$18,486 7	$27,500 1	$17,600 6	$20,177 8	$21,667 3	$22,500 5	$17,767 3	$19,028 2	$23,433 13		$18,891 33 $21,000 $15,000	$19,900 2		$18,533 3	$21,500 2
Distribution Management						$28,500 1												
Economics & Finance (incl. Banking)	$22,716 8			$22,308 34 $25,000 $16,000	$19,330 2	$21,600 1	$26,249 4	$24,563 8	$20,693 14	$23,868 4	$18,900 2	$21,450 9		$20,977 10				
Hotel/Restaurant Management										$19,613 6	$19,079 39 $20,800 $17,500			$21,176 1				
Human Resources (incl. Labor Relations)												$18,000 1		$19,733 3				$15,800 1
Management Information Systems	$27,261 9			$20,000 1	$20,000 1		$25,500 9	$26,000 1				$24,946 12		$25,463 4				
Marketing/Marketing Management (incl. Research)	$22,750 2	$16,000 1		$19,142 7	$20,001 4	$24,875 4	$23,000 3		$20,150 4	$20,200 5	$25,240 5	$20,336 14		$21,481 56 $25,500 $18,000	$21,511 5		$19,780 3	
Real Estate																		$18,000 1
Advertising		$18,000 1	$21,794 2											$18,200 4				
Communications		$17,000 1		$10,740 1		$15,000 3			$18,125 2	$19,000 2	$18,167 3			$20,337 6	$23,508 1	$34,000 1		$13,500 1
Journalism				$14,000 1		$16,770 6			$19,000 1			$17,928 1		$17,275 4		$20,000 1	$19,000 1	
Telecommunications Broadcasting						$13,625 4												
Elementary Education														$20,000 1				
Pre-Elementary Education																		
Physical Education																		
Special Education																		

Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality (Amusement/ Recreation/ Fast-Food)	Hospitality (Hotels/Motels/Full-Service Restaurants)	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing	Real Estate
Human Ecology								$14,000 1	$18,300 1									
Textiles & Clothing														$12,720 2				
Merchandising Management														$18,167 3				
Foreign Languages						$20,000 2												
Letters				$17,500 2		$15,000 3	$21,750 2		$19,000 1					$20,107 3	$31,000 1		$12,800 2	
Visual & Performing Arts		$10,224 1	$13,520 1	$16,800 1		$14,460 2		$10,000 1		$13,000 1								$15,380 1
Humanities-Other				$18,200 1		$18,000 1			$22,000 1			$22,680 1	$27,000 1		$16,000 1			
Criminal Justice								$22,500 1	$35,000 1			$22,000 1	$13,920 1	$14,792 2		$18,500 1		
History			$12,500 1											$11,000 1				
Political Science/ Government												$15,000 1		$22,800 2				
Psychology										$20,000 1	$10,000 1	$20,500 2		$14,700 5			$12,000 1	
Sociology				$18,200 2														
Social Sciences-Other							$20,016 1			$16,800 1				$18,399 7				
Aerospace & Aeronautical Engineering																		
Agricultural Engineering			$15,360 1															
Architectural Engineering			$21,039 4															
Bioengineering & Biomedical Engineering																		
Chemical Engineering								$31,800 6										
Civil Engineering			$22,617 7					$24,799 18								$24,400 2		

Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality Amusement Recreation Fast Food	Hospitality Hotels Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective Security Services	Publishing	Real Estate
Computer Engineering							$29,000 1							$22,000 1				
Electrical Engineering	$26,250 2					$30,700 7	$31,000 2	$25,499 5										
Industrial Engineering	$28,600 2						$26,800 1											
Mechanical Engineering	$26,500 1		$23,865 3			$30,000 2	$30,000 2	$28,180 8	$33,400 1			$30,000 1		$28,980 1				
Metallurgical Engineering																		
Mining Engineering								$19,872 1										
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology							$29,583 3	$34,000 2										
Industrial Technology																		
Agribusiness				$18,250 2	$18,480 1			$16,500 1				$18,500 1						
Animal Sciences																		
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences										$13,000 1								
Computer Science	$25,000 3				$25,000 1	$23,700 3	$27,482 20 $31,500 $33,500	$27,333 3	$24,450 2	$16,000 2		$21,053 7		$22,750 4				
Computer Programming	$24,000 1					$28,500 1	$25,415 4	$25,500 1				$24,000 1						
Information Sciences & Systems	$26,500 1						$23,182 6					$26,612 2		$32,000 1				

Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality Amusement Recreation Fast Food	Hospitality Hotels Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective Security Services	Publishing	Real Estate
Systems Analysis							$30,000 1							$27,100 1				
Allied Health				$27,000 1														
Health Sciences																		
Nursing															$15,000 1			
Pharmacy														$40,970 33 $41,000 $41,000				
Actuarial								$30,000 1	$28,000 1			$33,267 3						
Architectural & Environmental Design			$23,120 8															
Biological														$12,000 1				
Chemistry																		
Geological								$29,160 1										
Mathematics (incl. Statistics)	$21,250 2					$27,500 1	$22,700 4					$19,060 5					$18,500 1	
Physics																		
Other Physical & Earth Sciences																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$24,876 639 $28,000 $21,600	$14,935 5	$17,402 4	$21,187 64 $25,000 $16,800	$20,040 9	$18,307 36 $25,000 $13,000	$22,907 31 $26,600 $17,000	$23,222 18	$21,163 33 $24,000 $18,000	$19,794 23 $23,000 $16,800	$19,423 55 $21,000 $17,500	$21,952 63 $25,000 $18,000	$20,460 2	$20,026 155 $25,000 $16,000	$23,322 12	$24,167 3	$18,295 12	$18,486 7
Technical Curricula	$25,350 12		$22,365 23 $27,420 $18,000	$21,167 3	$21,740 2	$28,714 14	$26,812 47 $31,500 $22,000	$26,930 45 $31,000 $23,500	$27,575 4	$15,000 3		$23,410 20 $32,500 $17,000		$37,264 42 $41,000 $24,000	$15,080 1	$24,400 2	$18,500 1	

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA-Non-technical Undergraduate Degree	$28,982 11			$33,438 8				$34,833 3		$45,000 1	$21,000 1						$33,000 1	
MBA-Technical Undergraduate Degree	$30,000 2			$43,000 2														

Employer's - Continued ...

Bachelor's Degree Curriculum	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS								MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership/ Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting		$18,667 3	$22,000 4	$24,200 3	$15,000 1	$20,987 13	$18,718 28 $24,800 $15,000	$19,639 2	$17,974 2	$15,000 1		$20,185 1		$22,100 2		$28,400 4	$22,000 1	$25,935 4
Business Administration (incl. Management Science)	$19,500 1	$25,000 3	$23,200 1	$18,397 10	$23,000 3	$18,958 6	$24,970 3	$21,356 2	$20,500 3	$21,800 1		$14,249 4	$15,667 3			$26,983 6	$19,000 1	$26,320 4
Distribution Management				$16,000 1		$19,875 1												
Economics & Finance (incl. Banking)		$20,333 3	$24,400 1	$23,520 5	$23,800 2	$18,166 7		$22,000 1						$23,514 8	$23,000 1	$24,000 1	$23,500 4	$28,000 1
Hotel/Restaurant Management				$20,100 2		$18,000 1		$19,000 1						$28,000 1				
Human Resources (incl. Labor Relations)														$19,900 1				
Management Information Systems		$22,000 1	$27,200 2	$27,200 1	$23,000 1	$22,167 3								$24,300 4	$24,500 1			$28,240 2
Marketing / Marketing Management (incl. Research)	$19,667 3	$23,900 5		$21,778 9	$13,273 1	$17,240 7			$18,000 1	$21,000 1					$21,500 1	$33,000 2	$34,100 3	$25,025 4
Real Estate		$21,000 1				$18,726 1	$15,000 1										$32,000 2	
Advertising																		
Communications		$18,000 1	$19,000 1	$21,880 1	$19,133 3	$19,000 1			$19,200 1			$23,500 1	$15,000 2		$17,000 1			$16,900 1
Journalism			$30,000 1		$18,000 1		$30,000 1			$12,000 1		$21,000 1						
Telecommunications / Broadcasting					$12,275 1													
Elementary Education					$17,902 55 $21,000 $14,000					$12,000 1			$12,000 1					
Pre-Elementary Education					$12,653 3													
Physical Education				$15,000 1	$17,874 5								$18,700 1					
Special Education					$20,892 12							$17,000 1						

Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology					$18,850 2		$16,750 2	$15,000 1										
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages						$17,150 2												
Letters				$17,100 1	$19,840 5		$18,735 3	$20,250 2					$19,800 1			$22,562 2		
Visual & Performing Arts				215,000 1	$13,850 3		$15,000 1		$17,000 1								$17,000 1	
Humanities Other				$19,575 1	$17,500 2	$15,000 1	$23,000 4			$18,000 1			$13,000 1			$42,000 2		$28,000 1
Criminal Justice					$19,246 2	$16,983 3	$23,500 3					$10,000 1						
History					$19,971 3	$18,700 1												
Political Science: Government		$25,000 1			$18,800 1	$18,039 6	$19,650 4							$25,200 1				
Psychology					$16,900 5	$18,726 2	$18,212 5	$24,000 1	$18,000 1			$13,075 4	$18,000 1					
Sociology				$18,500 1				$20,000 1	$19,000 1			$16,964 5						
Social Sciences-Other					$17,000 4	$20,782 5	$15,924 2					$18,089 2						
Aerospace & Aeronautical Engineering						$26,084 3								$28,862 23 $31,596 $25,440			$27,000 1	
Agricultural Engineering							$19,000 1								$25,000 1			
Architectural Engineering																	$27,720 1	
Bioengineering & Biomedical Engineering						$24,300 1								$30,180 1				
Chemical Engineering	$27,750 1			$32,700 1		$25,867 3								$29,900 1		$30,390 4	$29,850 2	$32,891 62 $34,800 $31,500
Civil Engineering		$25,354 4	$25,853 4	$27,996 1		$21,488 6	$25,408 43 $27,564 $22,932									$27,000 1	$35,781 20 $28,600 $24,600	$30,888 1

Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS								MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership/ Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Computer Engineering						$24,600 1	$26,808 2	$24,000 1					$25,000 1	$26,000 1		$32,000 2		$32,100 1
Electrical Engineering	$29,800 3		$28,967 9	$28,800 1		$23,818 20 $25,500 $19,654	$25,516 2	$30,000 1						$29,852 41 $32,400 $27,600		$30,006 23 $30,600 $28,500	$29,280 5	$31,958 9
Industrial Engineering		$31,200 1	$28,600 2	$31,200 1		$25,800 3								$28,430 2		$28,468 6	$28,850 4	
Mechanical Engineering	$29,570 2	$29,000 2	$29,888 13	$25,000 1		$24,586 8	$30,000 1		$36,000 1					$29,037 47 $32,000 $25,580	$27,433 3	$30,046 52 $31,800 $26,400	$29,981 9	$30,987 21 $33,000 $29,000
Metallurgical Engineering																$31,986 2		$30,000 1
Mining Engineering																		
Nuclear Engineering			$30,000 1															
Petroleum Engineering						$28,500 4											$24,000 1	
Textile Engineering																		
Engineering Technology		$27,000 2												$28,264 13		$30,467 24 $32,592 $26,440	$25,799 5	
Industrial Technology		$26,950 2												$29,200 1			$19,000 1	$28,970 2
Agribusiness															$18,060 5	$29,700 1		
Animal Sciences															$18,750 2			
Plant Sciences						$18,500 1									$18,000 2			
Natural Resources																		$22,800 1
Other Agricultural Sciences											$20,000 1				$24,980 2			
Computer Science	$29,196 5	$14,560 1	$25,835 7	$25,871 4	$24,333 3	$21,453 3	$21,748 2	$25,000 1	$14,250 2					$28,138 11		$28,400 3	$24,053 3	$27,300 1
Computer Programming			$28,100 1		$27,435 1	$17,878 1		$28,250 2						$30,000 1				
Information Sciences & Systems	$21,000 1	$12,000 1				$19,872 1	$19,872 1							$24,000 1		$29,000 1	$29,100 1	$26,750 2

Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS								MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Systems Analysis			$26,496 1															
Allied Health				$20,000 1				$24,210 30 $28,000 $19,500	$22,694 7									
Health Sciences						$18,000 2		$23,225 1	$18,089 13			$12,000 1						
Nursing						$19,000 1		$23,986 56 $29,023 $19,000	$20,166 13							$35,000 1		$23,500 1
Pharmacy								$28,386 14	$17,000 1									$31,300 2
Actuarial																		
Architectural & Environmental Design							$27,560 1							$23,400 1				
Biological	$15,420 1				$15,850 2	$18,646 1	$18,804 2	$24,000 3	$20,000 1									
Chemistry	$15,500 1				$16,000 2			$22,000 1					$20,000 1					$27,767 12
Geological		$15,000 1															$24,000 1	
Mathematics (incl. Statistics)					$18,587 7	$17,000 1								$31,480 4				
Physics																		
Other Physical & Earth Sciences					$17,924 1													$23,000 2

BACHELOR'S SUMMARY

Nontechnical Curricula	$19,625 4	$22,083 18	$23,900 10	$20,557 37 $25,000 $16,000	$18,236 114 $22,400 $13,000	$19,083 60 $24,600 $15,118	$19,522 57 $27,000 $15,000	$20,226 11	$18,865 10	$16,800 6		$16,080 20 $21,000 $12,400	$15,850 10	$23,683 17	$21,500 4	$29,086 17	$26,525 12	$25,986 17
Technical Curricula	$26,728 14	$24,348 14	$26,297 38 $31,512 $24,264	$26,918 10	$19,516 16	$23,501 60 $29,199 $19,000	$24,981 55 $27,600 $22,932	$24,725 110 $30,000 $19,500	$19,940 38 $24,000 $17,000		$20,000 1	$12,000 1	$22,500 2	$29,087 149 $32,640 $25,440	$21,491 15	$30,083 120 $33,000 $26,400	$27,371 54 $30,600 $24,000	$31,227 116 $34,000 $27,000

MBA - INEXPERIENCED BY EMPLOYER TYPE

MBA-Non-technical Undergraduate Degree						$20,000 1			$27,000 1						$37,200 1	$29,730 2		$43,000 1
MBA-Technical Undergraduate Degree				$50,000 1														

Employers - Continued

Bachelor's Degree Curriculum	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equip	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified
Accounting	$21,051 3	$22,400 4	$24,550 6	$20,000 1	$24,307 3	$21,216 1		$26,000 3	$24,374 27 $25,800 $23,000						$23,820 1
Business Administration (incl. Management Science)	$24,260 5	$22,024 4			$25,800 2		$24,000 1	$21,333 3	$25,500 3					$23,625 3	$25,200 1
Distribution Management	$24,200 5	$26,400 1	$28,800 1												
Economics & Finance (incl. Banking)	$25,440 5	$23,474 4	$25,667 3		$25,280 7		$25,000 1	$27,600 1	$25,778 16				$18,000 1		
Hotel/Restaurant Management															
Human Resources (incl. Labor Relations)	$24,800 2	$26,280 1	$27,600 1		$30,800 1			$28,000 1							
Management Information Systems	$28,325 5	$30,800 3	$26,592 5		$21,500 2		$25,000 3	$26,268 9	$27,889 7	$29,400 1					
Marketing/Marketing Management (incl. Research)	$18,800 3	$22,966 10	$23,474 7	$23,844 2	$16,800 1			$22,200 1	$24,886 7	$20,109 11	$24,000 1			$19,667 3	$22,000 1
Real Estate															
Advertising	$19,500 1	$21,500 1													
Communications		$20,700 2	$26,832 3	$24,000 1											
Journalism									$16,000 2					$17,680 1	
Telecommunications Broadcasting															
Elementary Education															
Pre-Elementary Education															
Physical Education		$36,000 1													
Special Education															

Continued

	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equip	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified
Human Ecology														$16,333 3	
Textiles & Clothing														$17,850 9	
Merchandising Management															
Foreign Languages	$17,150 2		$30,500 1							$18,000 1					
Letters															
Visual & Performing Arts					$19,000 1										
Humanities Other													$32,760 1		
Criminal Justice															
History															
Political Science/Government										$19,200 1					
Psychology							$26,000 1				$18,000 1				
Sociology	$32,000 1								$24,000 1						
Social Sciences Other		$33,500 1													
Aerospace & Aeronautical Engineering															
Agricultural Engineering															
Architectural Engineering															
Bioengineering & Biomedical Engineering		$30,000 1													
Chemical Engineering		$28,900 3	$31,800 1					$32,500 1	$30,566 26 $35,400 $31,200						$33,100 3
Civil Engineering					$24,888 1				$33,280 1				$25,333 3		

Continued

	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Elec. & Electronic Mach. & Equip.	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl. Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified
Computer Engineering	$30,293 3	$30,800 3													
Electrical Engineering	$30,709 30 $32,500 $28,200	$29,880 69 $32,500 $26,800	$33,233 3	$33,000 1	$31,025 8			$30,960 1	$32,232 6		$31,800 1	$28,987 5	$30,000 1	$32,267 3	$36,380 2
Industrial Engineering	$27,300 1	$28,040 3	$31,167 3		$29,650 2			$27,000 1	$28,790 2			$29,260 5	$27,500 1	$24,190 2	$28,980 1
Mechanical Engineering	$30,020 5	$28,985 29 $31,836 $24,000	$30,650 2		$29,442 17	$31,000 1		$32,725 4	$31,648 32 $34,800 $29,000		$30,000 1	$27,940 4		$32,075 8	$30,545 6
Metallurgical Engineering		$33,000 1			$27,000 3								$29,500 2		
Mining Engineering						$30,000 1									
Nuclear Engineering															
Petroleum Engineering									$30,111 26 $36,600 $24,960						
Textile Engineering														$27,333 3	
Engineering Technology	$26,515 5	$29,543 6	$32,400 1	$32,100 1	$27,943 7		$29,760 1		$27,890 4			$23,960 5	$36,500 2		
Industrial Technology		$25,800 2	$28,080 1					$25,000 1				$25,000 1			
Agribusiness			$21,367 3						$26,000 1						
Animal Sciences			$19,800 3												
Plant Sciences															
Natural Resources															
Other Agricultural Sciences			$19,833 3												
Computer Science	$29,642 27 $33,500 $24,000	$27,310 16			$26,140 3			$27,500 1	$30,600 4	$28,000 1	$26,196 1	$29,400 2		$31,000 2	$32,880 1
Computer Programming		$29,220 1							$28,998 2	$18,480 1				$31,000 1	
Information Sciences & Systems	$28,781 5	$25,200 2							$27,930 2	$28,000 1			$25,000 1		

Continued

	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equip	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified
Systems Analysis	$30,000 2								$24,000 1				$30,000 1		
Allied Health															
Health Sciences															
Nursing															
Pharmacy															
Actuarial															
Architectural & Environmental Design															
Biological			$19,720 1									$20,000 1			
Chemistry									$28,500 2		$27,080 1				
Geological															
Mathematics (incl Statistics)	$26,500 4	$26,466 2							$30,000 1			$27,000 1			
Physics															
Other Physical & Earth Sciences															

BACHELOR'S SUMMARY

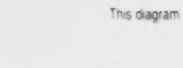
Nontechnical Curricula	$23,940 32 $29,100 $17,500	$24,330 32 $29,400 $20,000	$25,521 27 $28,500 $21,600	$22,922 4	$24,149 17	$21,216 1	$25,000 6	$25,345 18	$24,944 63 $28,000 $23,000	$20,557 14	$21,000 2		$25,390 2	$18,804 19	$23,673 3
Technical Curricula	$29,686 86 $32,700 $27,000	$29,202 138 $32,500 $24,840	$26,119 21 $32,000 $19,000	$32,550 2	$28,952 41 $30,900 $25,800	$30,500 2	$29,760 1	$30,429 9	$31,244 110 $35,720 $26,000	$24,820 3	$28,764 4	$27,233 24 $31,200 $22,800	$29,136 11	$30,357 19	$31,089 13

MBA - INEXPERIENCED - BY EMPLOYER TYPE

MBA-Non-technical Undergraduate Degree	$31,100 2	$32,533 3	$31,200 1		$25,800 3				$27,500 4		$22,000 1		$36,000 1	$34,000 1	
MBA-Technical Undergraduate Degree					$29,400 1										

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrangement of data in blocks.



Bachelor's Degree Curriculum	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking (Corporate Finance)	Investment Banking (Mergers & Acquisitions)	Investment Banking (Real Estate)	Investment Banking (Sales & Trading)	Financial / Treasury Analysis	Portfolio Management/ Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design/Graphic Arts	Media Planning
Accounting	$24,649 611 $27,500 $21,000	$23,062 115 $26,100 $18,000	$29,550 2	$14,200 1					$23,875 8	$22,000 1	$18,500 1					$27,000 2		
Business Administration (incl. Management Science)	$21,461 10	$17,933 6	$18,733 3		$22,500 1		$16,000 2		$22,299 3	$27,000 2	$22,700 8		$22,529 7	$22,450 6	$19,541 4	$20,522 33 $25,000 $16,000		$19,000 1
Distribution Management													$24,200 5	$19,875 1				
Economics & Finance (incl. Banking)	$22,492 8	$23,350 20 $25,000 $21,600	$21,776 14	$23,429 7	$25,775 4		$16,000 1	$21,250 2	$23,901 39 $27,000 $19,200	$23,250 2	$20,129 2		$24,750 2	$23,367 7	$22,500 1	$21,579 12		
Hotel/Restaurant Management																$21,176 1		
Human Resources (incl. Labor Relations)													$19,500 1	$19,850 2				
Management Information Systems		$24,622 1															$29,400 1	
Marketing/Marketing Management (incl. Research)	$21,863 2		$20,758 5	$17,400 2	$19,000 2			$20,004 1	$23,898 2			$16,000 1	$23,529 14	$21,632 19	$20,617 6	$22,387 84 $26,100 $15,000		
Real Estate																$18,000 1		
Advertising												$16,800 1		$18,700 1		$20,100 3	$24,387 1	$18,000 1
Communications		$18,600 2							$14,250 1			$17,500 1		$24,000 1		$21,564 11		$29,400 1
Journalism											$17,928 1	$14,000 1				$17,680 1		
Telecommunications/ Broadcasting																	$15,000 1	$12,275 1
Elementary Education									$12,000 1									
Pre-Elementary Education																		
Physical Education													$15,000 1			$36,000 1		
Special Education																		

Continued

	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - (Corporate Finance)	Investment Banking (Mergers & Acquisitions)	Investment Banking (Real Estate)	Investment Banking (Sales & Trading)	Financial / Treasury Analysis	Portfolio Management/ Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design/Graphic Arts	Media Planning
Human Ecology				$18,300 1												$15,500 2		
Textiles & Clothing													$15,860 2	$19,250 4				
Merchandising Management														$20,000 1				
Foreign Languages												$20,000 2				$17,433 3		
Letters													$19,000 1			$20,160 2		
Visual & Performing Arts				$16,800 1								$10,224 1					$13,280 2	
Humanities Other			$18,200 1													$28,000 1		$16,958 3
Criminal Justice											$22,000 1		$35,000 1					
History																$22,920 1		
Political Science/ Government											$15,000 1		$19,200 1			$22,800 2		
Psychology											$21,000 1		$19,000 2	$16,000 1		$14,500 6		
Sociology				$14,400 1														
Social Sciences Other																$12,000 1		
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																	$15,360 1	
Architectural Engineering																		
Bioengineering & Biomedical Engineering																$30,000 1		
Chemical Engineering						$34,200 1							$33,800 1			$28,000 1		
Civil Engineering																$27,000 1	$25,420 5	

Continued

	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking (Corporate Finance)	Investment Banking (Mergers & Acquisitions)	Investment Banking (Real Estate)	Investment (Sales Trading)	Financial Treasury Analysis	Portfolio Management/ Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design/Graphic Arts	Media Planning
Computer Engineering														$22,000 1			$28,000 1	
ElectricalEngineering														$22,000 1		$27,000 5		
Industrial Engineering																$27,500 2		
Mechanical Engineering													$29,500 1		$30,488 2	$29,317 9	$32,300 2	
Metallurgical Engineering																		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology																$28,300 4		
Industrial Technology																		
Agribusiness			$18,000 1	$18,500 1							$18,480 1			$19,000 1	$16,300 1	$22,300 5		
Animal Sciences																$18,000 1		
Plant Sciences																$18,000 1		
Natural Resources																$22,800 1		
Other Agricutural Sciences														$24,000 1				
Computer Science																$31,800 1		
Computer Programming																		
Information Sciences & Systems																		

Continued

	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking (Corporate Finance)	Investment Banking (Mergers & Acquisitions)	Investment Banking (Real Estate)	Investment Banking (Sales & Trading)	Financial / Treasury Analysis	Portfolio Management/ Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design/Graphic Arts	Media Planning
Systems Analysis																		
Allied Health																		
Health Sciences																		
Nursing																$23,500 1		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design																		
Biological															$15,420 1	$12,000 1		
Chemistry															$25,920 1	$29,375 4		
Geological																		
Mathematics (incl. Statistics)	$15,000 1	$16,900 2																
Physics																		
Other Physical & Earth Sciences																$18,000 1		

BACHELOR'S SUMMARY

Nontechnical Curricula	$24,562 631 $27,500 $21,000	$22,837 144 $26,000 $18,000	$21,686 25 $25,500 $18,000	$20,192 13	$23,371 7		$17,333 3	$20,835 3	$23,379 54 $26,500 $18,600	$24,500 5	$21,086 15	$16,361 7	$22,568 37 $27,200 $18,000	$21,501 43 $24,912 $18,700	$30,387 11	$21,443 167 $27,000 $16,000	$19,061 5	$18,484 7
Technical Curricula	$15,000 1	$16,900 2	$18,000 1	$18,500 1		$34,200 1					$19,480 1		$31,550 2	$21,750 4	$23,727 5	$26,296 30 $30,995 $18,000	$26,118 9	

Functional Area - Continued ...

Bachelor's Degree Curriculum	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising/ Development	Social Work	Bioengineering	Design/Construct	Environmental/ Sanitation
Accounting						$20,579 6		$18,175 4				$34,000 1						
Business Administration (incl. Management Science)		$21,167 3	$15,000 2		$17,667 4	$18,000 1			$18,858 4			$14,500 3	$21,000 1					
Distribution Management																		
Economics & Finance (incl. Banking)						$21,500 2	$18,720 1		$15,996 1									
Hotel/Restaurant Management																		
Human Resources (incl. Labor Relations)																		
Management Information Systems									$25,000 1									
Marketing, Marketing Management (incl. Research)			$31,000 1	$13,273 1			$21,900 1		$17,436 2									
Real Estate									$18,726 1		$21,000 1						$32,000 2	
Advertising																		
Communications		$15,000 1	$16,610 6		$15,000 1			$34,000 1	$19,000 1			$15,000 1	$14,000 1	$23,500 1				
Journalism	$20,000 1		$19,157 7	$16,453 8				$25,000 2										
Telecommunications Broadcasting		$13,250 2	$13,000 1															
Elementary Education													$12,000 1					
Pre-Elementary Education																		
Physical Education												$18,700 1						
Special Education													$17,000 1					

Continued

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On-Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative & General	Finance Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising/ Development	Social Work	Bioengineering	Design/Construct	Environmental/ Sanitation
Human Ecology												$20,200 1	$15,000 1					
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages									$15,600 1	$16,700 1								
Letters			$14,833 3	$16,940 5				$18,000 1				$20,335 3						
Visual & Performing Arts			$18,000 1	$10,920 1														
Humanities Other					$15,000 1			$24,000 1				$52,000 1			$34,000 2			
Criminal Justice							$17,248 1	$19,528 10							$14,000 2			
History									$18,700 1			$19,800 1						
Political Science: Government								$18,800 2	$21,500 2	$15,118 2		$25,200 1						
Psychology												$18,000 1	$14,245 4		$18,000 3			
Sociology			$24,000 1									$18,000 1	$14,400 1		$18,840 3			
Social Sciences-Other			$16,992 1		$16,020 1				$20,750 4				$14,800 1		$18,900 2			
Aerospace & Aeronautical Engineering									$21,600 2								$27,300 5	
Agricultural Engineering																		
Architectural Engineering																	$27,730 1	
Bioengineering & Biomedical Engineering																$34,300 1		
Chemical Engineering									$26,500 2								$32,833 9	$30,410 2
Civil Engineering											$27,480 1						$34,997 66 $27,564 $22,932	$29,259 19

Continued

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On-Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising/ Development	Social Work	Bioengineering	Design/Construct	Environmental/ Sanitation
Computer Engineering																		
Electrical Engineering									$23,901 7	$19,654 1							$29,158 57 $32,436 $24,352	$36,000 1
Industrial Engineering																	$24,000 1	
Mechanical Engineering		$32,000 1											$30,000 1				$29,703 57 $33,000 $26,880	$27,900 2
Metallurgical Engineering																		
Mining Engineering																	$30,000 1	
Nuclear Engineering																		
Petroleum Engineering									$27,000 2								$29,400 5	
Textile Engineering																		
Engineering Technology																	$26,645 8	
Industrial Technology																		
Agribusiness																		
Animal Sciences																		
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science												$19,790 2						$33,000 1
Computer Programming																		
Information Sciences & Systems									$19,872 1									

Continued

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On-Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising/ Development	Social Work	Bioengineering	Design/Construct	Environmental/ Sanitation
Systems Analysis																		
Allied Health																		
Health Sciences															$22,000 1			
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design																		
Biological												$30,000 1				$21,000 1		
Chemistry																		
Geological											$15,000 1							$26,500 2
Mathematics (incl. Statistics)				$18,500 1														
Physics																		
Other Physical & Earth Sciences																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$20,000 1	$17,500 6	$17,779 25 $21,680 $13,500	$16,034 15	$16,841 7	$20,497 9	$18,999 3	$20,551 21 $24,000 $16,851	$19,407 18	$16,312 3	$21,000 1	$21,747 15	$15,016 11	$23,500 1	$18,799 12		$32,000 2	
Technical Curricula		$32,000 1		$18,500 1					$24,099 14	$19,654 1	$21,240 2	$23,187 3	$30,000 1		$22,000 1	$22,650 2	$27,965 212 $33,000 $23,004	$26,907 27 $30,000 $24,000

Functional Area - Continued ...

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing Industrial	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Accounting						$23,000 1				$18,800 2	$28,467 3	$21,000 1				$28,000 3	$30,000 2	$21,957 8
Business Administration (incl. Management Science)	$24,650 2			$27,000 1						$27,500 1	$25,000 2	$17,496 2	$40,027 1			$25,000 5	$23,208 12	$19,846 42 $24,500 $16,500
Distribution Management	$28,800 1																	$23,633 3
Economics & Finance (incl. Banking)											$24,167 3	$34,250 2				$25,684 8	$20,000 1	$21,323 27 $25,000 $18,000
Hotel/Restaurant Management																		$19,340 59 $21,600 $17,500
Human Resources (incl. Labor Relations)	$30,800 1																$22,426 7	$28,000 1
Management Information Systems	$26,400 1	$24,980 2								$26,062 13	$25,828 46 $28,000 $24,500	$26,964 11				$25,750 5	$23,000 1	$26,320 5
Marketing/Marketing Management (incl. Research)																$23,100 1	$17,900 6	$21,351 46 $25,500 $18,500
Real Estate																		$15,000 1
Advertising																		$18,850 2
Communications																	$23,000 1	$17,512 5
Journalism																		$17,500 2
Telecommunications/ Broadcasting																		
Elementary Education																$20,000 1		
Pre-Elementary Education																		
Physical Education																		
Special Education																		

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing Industrial	Systems / Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Human Ecology														$18,500 1		$14,500 2	$17,500 1	$19,000 1
Textiles & Clothing																		$15,480 5
Merchandising Management																		$17,250 2
Foreign Languages																		$30,000 1
Letters											$25,000 1					$19,500 1	$25,500 2	$18,791 4
Visual & Performing Arts															$17,000 1			$14,040 4
Humanities Other										$32,760 1								$21,613 6
Criminal Justice																		
History																		$11,750 2
Political Science/ Government										$23,000 1							$15,000 1	$21,500 2
Psychology										$24,000 1						$16,000 2	$16,200 2	$18,651 3
Sociology																$17,000 2		$22,000 1
Social Sciences Other																$20,412 2	$28,000 2	$19,433 6
Aerospace & Aeronautical Engineering	$28,708 7					$29,379 8	$28,275 3		$34,060 2									
Agricultural Engineering	$25,000 1													$19,000 1				
Architectural Engineering															$21,039 4			
Bioengineering & Biomedical Engineering				$30,160 1														
Chemical Engineering	$32,331 11					$31,897 17		$32,951 54 $35,000 $31,200	$31,661 12							$31,350 2		$32,940 2
Civil Engineering	$25,228 7					$23,952 1	$25,300 1	$26,588 2	$26,082 2						$24,000 1	$28,250 2		

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing/ Industrial	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Computer Engineering		$32,500 1		$28,667 3	$30,700 2	$30,940 4		$32,100 1		$27,023 8		$27,200 2						
Electrical Engineering	$30,738 50 $32,760 $28,800	$30,786 17	$29,198 11	$29,587 10	$30,885 17	$29,291 22 $32,000 $25,000	$29,450 18	$30,329 21 $33,000 $28,100	$30,241 15			$27,000 1				$26,900 5		$30,900 1
Industrial Engineering	$29,312 24 $31,500 $27,000					$28,000 3	$31,200 1	$24,698 6	$29,040 2							$29,467 3		$31,200 1
Mechanical Engineering	$29,923 100 $32,280 $26,400	$29,214 7	$28,655 8	$30,600 2	$30,217 8	$29,880 20 $34,200 $26,784	$26,025 8	$30,746 39 $35,720 $26,400	$29,255 13						$12,100 1	$29,580 5		$31,500 4
Metallurgical Engineering	$30,295 7					$32,000 1	$23,000 1											
Mining Engineering																$19,872 1		
Nuclear Engineering									$30,000 1									
Petroleum Engineering	$25,200 1					$30,510 2	$21,600 1	$30,603 20 $39,600 $24,960										
Textile Engineering								$27,500 2								-		$27,000 1
Engineering Technology	$30,742 34 $33,000 $26,760	$29,760 1			$29,758 8	$25,733 6	$24,426 6	$29,520 5	$27,167 3	$30,050 2						$40,000 1	$25,200 1	$26,799 4
Industrial Technology	$25,411 7						$29,940 1	$29,000 1										$26,950 2
Agribusiness														$19,800 4				$20,800 1
Animal Sciences																$19,500 1		$19,800 3
Plant Sciences														$18,500 1		$18,000 1		
Natural Resources																		
Other Agricultural Sciences							$17,750 2							$23,320 3				$13,000 1
Computer Science	$31,752 3	$28,075 4		$29,567 19	$30,550 2		$28,800 1	$31,753 3		$25,227 76 $30,720 $19,495	$30,097 8	$27,271 25 $30,000 $25,000				$25,000 2		$26,380 5
Computer Programming		$26,718 2		$25,000 1					$29,220 1	$26,392 13						$24,750 2		
Information Sciences & Systems		$24,000 1								$25,868 7	$25,551 11	$25,692 9				$26,500 1		

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing Industrial	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Systems Analysis											$30,000 1	$27,933 6						
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy																		
Actuarial													$31,560 5					
Architectural & Environmental Design															$23,592 10			
Biological							$18,720 1											
Chemistry	$28,380 1					$20,100 2	$29,000 1											$29,380 3
Geological																		
Mathematics (incl. Statistics)		$32,800 2		$27,060 2	$24,960 2			$30,000 1		$26,000 2	$26,400 2	$29,167 3	$18,250 2			$27,500 1		
Physics																		
Other Physical & Earth Sciences						$39,000 1												

BACHELOR'S SUMMARY

Non-Technical Curricula	$27,060 5	$24,960 2		$27,000 1		$23,000 1				$25,406 10	$25,837 $28,000 $24,500	55 $26,318 15	$40,027 1	$18,500 1	$17,000 1	$23,178 $27,000 $17,000	32 $22,127 $30,000 $15,738	38 $28,182 $25,200 $16,800	227
Technical Curricula	$29,930 $33,000 $25,580	253 $29,870 $32,800 $26,000	35 $28,960	19 $29,319 $32,000 $25,000	38 $30,192 $33,000 $27,718	35 $29,487 $34,000 $24,342	67 $26,972 $31,716 $20,500	45 $31,076 $35,400 $26,000	155 $30,058 $33,000 $25,000	51 $25,583 $31,000 $19,495	105 $27,484 $32,700 $24,000	22 $27,163 $30,000 $24,000	46 $27,757	7 $20,740	9 $22,261	16 $27,217 $31,200 $24,000	27 $25,200	1 $25,886 $32,400 $20,000	38

Functional Area - Continued

Bachelor's Degree Curriculum	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses,Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Accounting								
Business Administration (incl. Management Science)								$23,200 3
Distribution Management								
Economics & Finance (incl. Banking)	$16,500 1							$22,000 1
Hotel/Restaurant Management								
Human Resources (incl. Labor Relations)								
Management Information Systems								
Marketing/Marketing Management (incl. Research)	$18,726 1							
Real Estate								
Advertising								
Communications								$21,700 2
Journalism								
Telecommunications/ Broadcasting								
Elementary Education								$17,902 55 $21,000 $14,000
Pre-Elementary Education								$12,653 3
Physical Education								$17,674 5
Special Education								$20,692 12

Continued

	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses/Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology								
Textiles & Clothing								
Merchandising Management								
Foreign Languages								
Letters								$19,640 5
Visual & Performing Arts					$15,000 3			$13,875 2
Humanities Other				$27,000 1				$19,000 2
Criminal Justice				$13,920 1				
History								$17,200 1
Political Science/Government								$19,980 2
Psychology			$15,500 2			$14,750 2		$28,000 1
Sociology			$20,000 1			$32,000 1		
Social Sciences Other								$15,167 3
Aerospace & Aeronautical Engineering								
Agricultural Engineering								
Architectural Engineering								
Bioengineering & Biomedical Engineering								
Chemical Engineering								
Civil Engineering								

Continued

	Mathematician/ Statistician	Nurses/Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Computer Engineering								
Electrical Engineering								
Industrial Engineering								
Mechanical Engineering								
Metallurgical Engineering								
Mining Engineering								
Nuclear Engineering								
Petroleum Engineering								
Textile Engineering								
Engineering Technology								
Industrial Technology								
Agribusiness								
Animal Sciences								
Plant Sciences								
Natural Resources								
Other Agricultural Sciences								
Computer Science								
Computer Programming								
Information Sciences & Systems								

Continued

	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses/Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Systems Analysis								
Allied Health			$23,901 35 $28,000 $19,000					
Health Sciences			$17,774 16					
Nursing		$23,377 70 $30,000 $18,000	$19,000 2					
Pharmacy			$36,583 50 $41,000 $26,232					
Actuarial								
Architectural & Environmental Design								
Biological			$18,869 3				$18,662 4	$17,700 1
Chemistry						$25,630 2	$21,083 6	
Geological								
Mathematics (incl. Statistics)	$22,182 5							$18,587 7
Physics								
Other Physical & Earth Sciences								$17,924 1

BACHELOR'S SUMMARY

Nontechnical Curricula	$17,613 2		$17,000 3	$20,460 2	$15,000 3	$20,500 3		$18,430 97 $22,400 $13,080
Technical Curricula	$22,182 5	$23,377 70 $30,000 $18,000	$28,548 110 $41,000 $17,500			$25,630 2	$20,115 10	$18,414 9

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	January 1989	January 1989	September 1988		90th	50th	10th
Business							
Accounting	32	$26,453	$27,468	-3.7%	$30,000	$27,000	$21,600
MBA-Non-technical undergraduate							
1 year or less	46	30,893	33,468	-7.7	37,200	30,150	25,000
2 to 4 years	23	30,513	40,632	-24.9	36,400	28,500	25,000
1 to 2 years	25	35,992	41,952	-14.2	44,000	35,000	32,000
Over 4 years	25	39,616	43,128	-8.1	47,000	40,000	30,500
MBA-Technical undergraduate degree							
1 year or less	6	37,567	38,388	*	*	*	*
2 to 4 years	3	20,909	43,152	*	*	*	*
1 to 2 years	+	+	44,028				
Over 4 years	6	42,917	45,456	*	*	*	*
MS-Business	11	28,773	31,596	*	*	*	*
Distribution Management	+	+	N/A	N/A			
Economics & Finance	24	35,912	N/A	N/A	48,000	34,200	22,907
Hotel / Restaurant Management	+	+	N/A	N/A			
Labor/Industrial Relations (incl. Human Resources)	3	28,133	33,312	*	*	*	*
Management Information Systems	11	28,055	30,972	*	*	*	*
Marketing/Marketing Management	9	30,944	N/A	N/A	*	*	*
(incl. Marketing Research)	+	+	N/A	N/A			
Communications							
Advertising	+	+	N/A	N/A			
Communication	+	+	N/A	N/A			
Journalism	+	+	N/A	N/A			
Education							
Education Administration	4	19,750	N/A	N/A	*	*	*
Elementary Education	1	17,000	N/A	N/A	*	*	*
Physical Education	+	+	N/A	N/A			
Reading Education	+	+	N/A	N/A			
Special Education	5	22,776	N/A	N/A	*	*	*
Humanities & Social Sciences							
Foreign Languages	1	23,107	N/A	N/A	*	*	*
Letters (incl. Eng, Lit, etc)	2	23,250	N/A	N/A	*	*	*
Visual & Performing Arts	1	23,000	N/A	N/A	*	*	*
Humanities-Other	+	+	N/A	N/A			
Criminal Justice	+	+	N/A	N/A			
History	2	19,863	N/A	N/A	*	*	*
Political Science/Government	+	+	N/A	N/A			
Psychology	2	16,500	N/A	N/A	*	*	*
Sociology	1	32,000	N/A	N/A	*	*	*
Social Sciences	5	19,427	N/A	N/A	*	*	*
Engineering							
Aerospace & Aeronautical	1	33,280	34,452	*	*	*	*
Agricultural	+	+	N/A	N/A			
Bioengineering & Biomedical	+	+	41,004				
Chemical	3	33,866	34,296	*	*	*	*
Civil	11	28,205	30,396	*	*	*	*
Computer	4	31,850	N/A	N/A	*	*	*
Electrical	25	35,102	N/A	N/A	39,000	34,800	30,300
Industrial	4	33,650	33,756	*	*	*	*
Mechanical	12	34,027	34,116	*	*	*	*
Metallurgical	4	31,905	34,080	*	*	*	*
Mining & Mineral	2	33,000	N/A	N/A	*	*	*
Nuclear	+	+	32,856				
Petroleum	6	44,012	N/A	N/A	*	*	*
Textile	+	+	N/A	N/A			

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	January 1989	January 1989	September 1988		90th	50th	10th
Continued ...							
Computer Sciences							
Computer Science	8	$35,236	N/A	N/A	*	*	*
Computer Programming	1	32,438	N/A	N/A	*	*	*
Information Sciences & Systems	+	+	N/A	N/A			
Systems Analysis	1	28,800	N/A	N/A	*	*	*
Health Sciences							
Allied Health	2	22,857	N/A	N/A	*	*	*
Health Sciences	2	19,500	N/A	N/A	*	*	*
Nursing	1	25,000	N/A	N/A	*	*	*
Sciences							
Agricultural & Natural Resources	1	23,000	N/A	N/A	*	*	*
Architectural & Environment Design	+	+	N/A	N/A			
Biological	3	22,905	21,876	*	*	*	*
Chemistry	6	31,917	31,572	*	*	*	*
Geological Sciences	17	28,635	29,808	*	*	*	*
Mathematics	7	29,301	29,640	*	*	*	*
Physics	1	32,016	34,728	*	*	*	*
Polymer	+	+	N/A	N/A			
	370						

Doctoral Candidates

Business							
Business Administration & Management	+	+	N/A	N/A			
Computer & Information Sciences	2	$57,250	N/A	N/A	*	*	*
Education							
Education Administration	3	41,700	N/A	N/A	*	*	*
Humanities & Social Sciences							
Economics	+	+	N/A	N/A			
English	1	20,000	N/A	N/A	*	*	*
Foreign Languages	+	+	N/A	N/A			
Psychology	2	23,500	N/A	N/A	*	*	*
Sociology	+	+	N/A	N/A			
Engineering							
Aerospace	+	+	$47,304				
Chemical	7	46,958	45,888	*	*	*	*
Civil	1	31,200	38,160	*	*	*	*
Computer	+	+	N/A	N/A			
Electrical	2	36,000	N/A	N/A	*	*	*
Mechanical	+	+	45,888				
Metallurgical	1	49,200	45,780	*	*	*	*
Sciences							
Agricultural & Natural Resources	+	+	N/A	N/A			
Biological	+	+	30,828				
Chemistry	5	40,720	41,292	*	*	*	*
Geology & Geological Sciences	1	36,000	N/A	N/A	*	*	*
Mathematics	+	+	40,668				
Physics	+	+	42,480				
Polymer	+	+	41,244				
	25						

N/A - No historic data available
* Not computed for fewer than 20

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Business & Public Administration
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Eastern Nazarene College
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
Ithaca College
The King's College
LeMoyne College
Long Island University
University of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts Amherst
Mount Holyoke College
New Hampshire College
NYU-Grad. School of Business
New School for Social Research-Graduate School
Northeastern University
Pace University - New York City
Pace University - Westchester
Polytechnic University
Post College
Pratt Institute
Rensselaer Polytechnic University
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester - W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Union College
Vassar College
Williams College
Worcester Polytechnic Institute

MAPA

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State - Behrend College
Penn State - Capitol Campus
University of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers University - Camden - Arts & Science
Rutgers University - Newark
Rutgers University - New Brunswick
University of Scranton
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State University
Ursinus College
Villinova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University

MCPA

Adrian College
University of Akron
Anderson University
Augustana College
Augustana College-Sioux Falls
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago - Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College - Grand Rapids
University of Dayton
Defiance College
Depaul University
Depauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Franciscan University - Steubenville
Grace College
Grand View College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois - Chicago
University of Illinois - Chemistry & Chemical Engineering
University of Illinois - Commerce & Business
University of Illinois - Engrg.
Indiana University
Indiana University - Northwest
Indiana University / Purdue University - Indianapolis
Iowa State University - Agriculture
Iowa State University - Business, Science & Humanities
Iowa State University - Design
Iowa State University - Engrg.
Iowa State University - Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa - Engrg.
John Carroll University
Judson College
University of Kansas - Arts
University of Kansas - Business
University of Kansas - Engrg.
Kenyon College
Lawrence University
Lorcas College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor - Business Administration
University of Michigan-Ann Arbor - Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri - Columbia - Engineering
University of Missouri - Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University - Agriculture
Ohio State University - Arts & Science
Ohio State University - Business
Ohio State University - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University - Carbondale
Southern Illinois University - Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin - Eau Claire
University of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
University of Wisconsin - Platteville
University of Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Lincoln
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M University
University of Alabama
University of Alabama - Engrg.
University of Alabama - Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University - Fuqua School of Business
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University - Business
Florida Atlantic University
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University-Babcock Grad. School of Management
Western Carolina University
Western Kentucky University
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

SWPA

American Grad School of International Management - Thunderbird
Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University-Fresno
California State University-Hayward
California State University-Long Beach
California State University-Los Angeles
California State University-Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Jose State University
Santa Clara University
University of Southern California
University of Southern California-Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College